



## Special Edition

**F.Y.I.** is a publication of the Michigan Department of Corrections, Office of Public Information and Communications. Editor Gail Madziar.

## REORGANIZATION ANNOUNCED

A reorganization of the Michigan Department of Corrections is underway. Today, Director Patricia L. Caruso announced changes to the department that will streamline performance and restructure the current administrations.

“These changes will improve our ability to direct department operations and help reduce the risks inherent in our work,” said Director Caruso. “With recommendations from department managers and many staff members we’ve come up with some exciting changes that will make us a more effective and efficient department.”

The reorganization eliminates two administrations, Administration and Programs and Office of Audit, Internal Affairs and Litigation, taking the department from six administrations to four plus the director’s office. In addition the Commission on Risk Assessment and Quality Improvement, headed by Deputy Director Barry McLemore, will examine department operations, identify areas of potential risk and take steps to reduce and eliminate risks.

Additional changes include:

### **Correctional Facilities Administration—Deputy Director Dennis Straub**

- The Records Office is now under the authority of CFA.
- The Bureau of Health Care Services and Michigan State Industries (MSI) have also been moved to CFA.
- MSI, the Education Unit and the Prison Build Program will be combined into one office called the Office of Prisoner Education and Training.

### **Field Operations Administration—Deputy Director John Rubitschun**

- Crime Victims Services Unit is now under the authority of the Parole Board.
- The Parole Release Unit and the Parole Supervision Unit, which are responsible for processing parole releases and revocations, began reporting directly to the Parole Board effective March 22.
- Other organizational changes are expected this summer.

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## REORGANIZATION UNDERWAY

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### **The Policy and Strategic Planning Administration is renamed the Planning and Community Development Administration—Deputy Director Dennis Schrantz**

- Office of Community Corrections and the Office of Substance Abuse Services which have been combined into one office, the Office of Community Corrections and Substance Abuse Services are in this unit.
- County Jail Services Unit is included. This administration will be largely responsible for the community work—external agency relationships.

### **Operations Support Administration—Administrator Gary Manns**

- This administration will be responsible for all internal organizational support within the department and will include the Bureau of Human Resources, the Bureau of Fiscal Management, the Internal Affairs Division and a restructured Office of Legal Affairs.
- The new Office of Legal Affairs will include the Policy and Hearings the Internal Audit Division, Prisoner Affairs, Litigation and the FOIA section. The Consent Decree Section is eliminated.

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## COMMISSION ON RISK ASSESSMENT AND QUALITY IMPROVEMENT



Deputy Director  
Barry McLemore

Back to the basics is the sounding call for the department's new Commission on Risk Assessment and Quality Improvement. Headed by Deputy Director Barry McLemore, the commission will direct a coordinated, department-wide effort to provide the highest level of protection to the public by facilitating changes in policy, process, training and communications that will identify and reduce risks.

"This is about doing the things we're supposed to do. We will focus on leadership, accountability and best practices," said Deputy Director McLemore.

The commission will be a work in progress rather than a finalized plan. The members of the commission will be selected over time and will begin with one representative from each of the four primary administrations. Input on processes, procedures and best practices will be gathered from staff in all DOC administrations. From there, short term changes will be implemented as soon as feasible and longer term changes will be organized for future action.

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## COMMISSION ON RISK ASSESSMENT AND QUALITY IMPROVEMENT

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“The purpose of this commission is to identify risks,” said Director Patricia L. Caruso. “We want to implement changes that will prevent the occurrence of a negative event based upon errors. We can only do that if the people who work here are honest and forthright in their discussions with Deputy Director McLemore.”

The timing of the work of the commission corresponds with reorganizational changes announced today by the director.

“This is a perfect time for us to begin our work,” said McLemore, “While we are making changes in the structure in the department, it is also a good time to get some new thinking on old issues.”

McLemore will begin the process next week by focusing first on graduates of the department’s leadership academy and interviewing as many of them as possible.

“We have an outstanding source of experienced professionals with exceptional skills,” said McLemore. “We’ll be tapping their expertise in developing specific improvements. I really only want to ask three simple questions: What are things that we are not doing that we should be doing to identify, address, reduce or eliminate risk?; What are things that you are doing that could be eliminated so that you could stay more clearly focused on risk reduction?; and What are your general recommendations for improvements in the agency? This isn’t intended to be a complicated process.”

The commission will systematically reach out to employees at every level and provide opportunities for staff to share information, ideas and practical solutions. In addition they will identify problematic patterns or trends that increase risk and implement strategies that reduce and minimize those risks. Based on these patterns and trends, teams of employees will be identified to address the issues.

“This is going to be a dynamic process. We will learn, grow and adjust as time goes on,” said McLemore. “We will concentrate on getting *back to basics* and *Corrections 101* and draw on employee knowledge and experience to help us improve the department. It is really pretty simple. Ask people what we need to do to make things better, give them a chance to talk and contribute, and great things can and will happen.”

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## NEW FOA DEPUTY DIRECTOR SELECTED



Deputy Director  
John Rubitschun

Today Director Patricia L. Caruso announced the selection of John S. Rubitschun as the new Field Operations Administration Deputy Director.

“John Rubitschun is veteran corrections professional,” said Director Caruso. “His experience as chairman of the Parole Board and manager of the Parole Violation Unit makes him an excellent choice for FOA deputy director.”

Rubitschun began his professional career in 1975 with the Michigan Department of Corrections as a probation and parole agent. From 1981 to 1996, he managed the state-wide operation of the Parole Violation Unit where he was responsible for ensuring the due process, return and prosecution of thousands of parole violators annually.

He joined the parole board staff as an Administrative Law Examiner in 1997 before being appointed a member of the Parole Board in 2001. He was named Chairman by the director in November, 2002.

Rubitschun holds B.S. and M.S. degrees in Criminal Justice from Michigan State University and a Juris Doctorate from Thomas M. Cooley Law School.

Deputy Director Rubitschun will also continue to serve as Chairman of the Parole Board until further notice.